

**STATE OF MINNESOTA
BUREAU OF MEDIATION SERVICES**

In the Matter of a Petition for Determination
of an Appropriate Unit and Certification as
Exclusive Representative

BMS Case No. 12PCE0753

University of Minnesota Unit #10,
Minneapolis, Minnesota,

-and-

Graduate Student Workers United/UAW,
Minneapolis, Minnesota.

CHARGE OF UNFAIR ELECTION PRACTICES

TO: The Commissioner of the Bureau of Mediation Services and Shelley Carthen Watson,
counsel for the University of Minnesota, 360 McNamara Alumni Center, 200 Oak Street
S.E., Minneapolis, MN 55455:

Graduate Student Workers United/UAW hereby charges that the University of Minnesota,
through its agents and representatives, committed unfair labor practices within the meaning of Minn.
Stat. §179A.12, Subd. 11, and Minn. Stat. §179A.13, Subd. 2, and committed unfair election
practices within the meaning of Minn. Rule §5510.2110, which affected the election results certified
in this matter on March 26, 2012.

In response to the graduate student employee organizing efforts which resulted in the Petition
in this matter, the University promulgated a discriminatory and overbroad rule, specifically targeting
and restricting graduate assistant union organizing. The University repeatedly and widely dis-
seminated this rule throughout the pool of eligible voters, beginning in the autumn of 2011 and
continuing up to and through the week of the election. In addition to its discriminatory focus on

graduate assistants' union activity, this rule unlawfully prohibited graduate assistants from exercising their statutory right to engage in union organizing activity in graduate assistant workplaces.

For the foregoing reasons, Graduate Student Workers United/UAW requests that the Commissioner stay the election results in this matter and conduct an investigation and/or hearing with regard to these charges, as the Commissioner may deem appropriate.



Richard L. Kaspari (124722)
Metcalf, Kaspari, Engdahl & Lazarus, P.A.
230 Specialty Building
2356 University Avenue West
Saint Paul, MN 55114-1850
651-789-7799
rkaspari@metcalf-law.com

Attorneys for Graduate Student Workers
United/UAW